

A G R E E M E N T

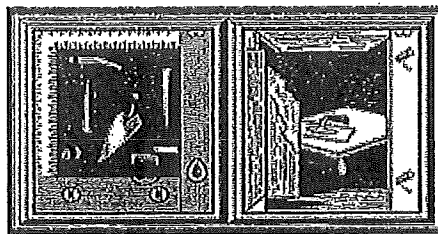
MARBLE, TILE AND TERRAZZO

between the

**BRICKLAYERS & ALLIED CRAFTSMEN
LOCAL UNION NO. 3
MASSACHUSETTS**

and

**MARBLE, TILE AND TERRAZZO
CONTRACTORS ASSOCIATION
OF MASSACHUSETTS**



EFFECTIVE: AUGUST 1, 2012

EXPIRES: JULY 31, 2017

ARTICLE II

Territorial Jurisdiction

Section 1.

Marble Masons, Tilelayers, Terrazzo Mechanics

The territorial jurisdiction of Marble Masons, Tilelayers, and Terrazzo Mechanics shall be as follows: All of Eastern Massachusetts bordered by the Worcester County line on the West, along the New Hampshire line on the North, Rhode Island on the South, also including the following cities and towns in Worcester County: Ashburnham, Athol, Fitchburg, Gardner, Harvard, Hubbardston, Lancaster, Leominster, Lunenburg, Petersham, Phillipston, Princeton, Royalston, Sterling, Templeton, Westminster, Winchendon.

Section 2.

Marble, Tile, Terrazzo Finishers

The territorial jurisdiction of Marble, Tile, and Terrazzo Finishers shall be as follows: The States of Maine, New Hampshire, Vermont, and the following Massachusetts Counties: Essex, Middlesex, Suffolk, Norfolk, Bristol, Plymouth, Barnstable, Dukes, Nantucket, and Worcester, also, all the Islands in the Boston Harbor.

ARTICLE III

Section 1.

Craft Jurisdiction

MARBLE MASONRY WORK

This Agreement pertains only to the erection or installation of interior marble, structural glass, slate or stone work, both natural and artificial (meaning by stone, any work manufactured from such foreign or domestic products as are specified and used in interiors of buildings by architects and customarily called "stone" in the trade) in any public or private building, anywhere within the territory of the United States or Dominion of Canada, for the members or affiliated members. Also, such work that has been done as the custom and practice in this area.

Marble Masonry shall also consist of, but not be limited to, the following work procedures and installation of the following materials:

- a. The carving, cutting and setting of all marble, slate, including slate blackboards, stone, alabaster, carrara, travertine, vitrolite, and similar opaque glass, scagliola, marbleized, and all artificial, imitation or cast marble of whatever thickness or dimension. This shall apply to all interior work, such as sanitary, decorative and other purposes inside of buildings of every description wherever required, including all polished, honed or sand finish; also the cutting and fitting of above materials after they leave mills or shops, as well as, all accessories in connection with such work, and the laying of all marble tile, slate tile and terrazzo tile.
- b. All counters and lavatories constructed of vitrolite or carrara glass when used in mural decorations in buildings in place of marble or other stone used in conjunction with marble or other panels or counters.

- c. The setting of all cultured marble and natural stone and marble vanity tops.
- d. The securing of marble, stone or structural glass with rosettes, moldings, toggle bolts or screws, bolting and/or welding.
- e. The setting, cutting, bolting and/or welding of steel struts used to anchor marble or stone.
- f. When dowel holes are to be drilled in concrete or other materials to anchor materials handled and used by marble masons, the drilling of all dowel holes shall be performed by the marble masons. All anchor holes cut or drilled into marble, granite, slate stone shall be performed by the marble masons regardless of the thickness of the material, such assignments to be consistent with trade practice.
- g. When marble is taken down to be reset and used again and is cleaned or cut in the process, the work shall be performed by the marble mason, such assignments to be consistent with trade practice.
- h. The installation of metal track systems used to anchor manufactured stone and natural stone units when installed into a metal track system.
- i. The installation of thin natural stone lightweight units mounted on a honeycomb backing whether set with adhesives or mechanically fastened.
- j. The setting of manufactured stone panels and natural thin stone panels, including but not limited to the installation of all anchors, steel and other hardware necessary to complete the work.

Section 1A.

Marble Finishers

Marble Finishers work shall include, but shall not be limited to, the handling and distribution of all marble, granite, limestone, slate, travertine, art marble and stones, serpentine, alberene stone, bluestone, and other natural and artificial stones which are specified and used in the interiors and exteriors of buildings and other structures, which are customarily known as stone in the trade; cararra, sanionyx, vitrolite, and similar opaque glass, or any other materials that may be used as substitutes for any of the aforementioned materials which are installed in a similar manner.

Marble Finishers shall load and unload all trucks and other various vehicles, handle and stock all floors with materials, dispose of all debris relevant to the work, perform rigging for heavy work, handle and distribute all materials that may be needed for the installation of marble, natural stone

and substitutes, build and dismantle scaffolding, polish, patch and wax material if damaged, caulk, grout and clean marble and stone, assist the marble masons when cutting on diamond or carborundum blade saws, set-up and utilize the tub saw or any other equipment necessary for the preparation of material, drill holes for wires that anchor marble or stone, mix molding plaster for the installation of the material, mix thin set and epoxy for the installation of material, unload, handle, and mix sand and cement for the installation of material, and perform such other utility work as may be required in assisting the marble masons in the performance of their work.

Marble Finishers shall handle marble, granite and terrazzo panels, and all natural stone of any dimension inside buildings and up to 1-7/8" outside buildings, which connects to entrances as claimed by the Marble Masons.

Section 2.

MOSAIC AND TERRAZZO WORK

- a. This Agreement pertains to the setting or installation of all classes of Terrazzo and Mosaic, whether for interior or exterior purposes, (except the setting of pre-cast terrazzo or mosaic controlled and awarded by the International Union of Bricklayers and Allied Craftsmen, to other branches of the International Union of Bricklayers and Allied Craftsmen), this work to apply in any public or private buildings anywhere within the territory of the United States or the Dominion of Canada, for the members of the Party of the first Part.
- b. It shall be understood that the word "Terrazzo" refers to any kind of aggregates, whether crushed or manufactured and then crushed, regardless of the material they are made of or the name that they may be called, and then mixed with cement or any other building material in the right proportions in the regular way at the building, laid or installed to form a finish for any exposed surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, window stools and aprons, toilets, bath and shower partitions, mullion caps, cornices, etc., and all places where terrazzo may be used to form a finished surface for practical use, sanitary finish, or decorative purposes when installed by the usual terrazzo or mosaic methods. (NOTE) This classification does not, however, grant to the Mosaic and Terrazzo Workers or the Contractors the right to install or set pre-cast terrazzo or mosaic, unless the branch or branches of the International Union of Bricklayers and Allied Craftsmen controlling same are employed or those awarded same through the International Union of Bricklayers and Allied Craftsmen by past decisions of the Executive Board or Convention.

- c. Also, it shall be understood that the word "Mosaic" refers to all kinds of mosaics made of marble, stone, venetian enamel, venetian enamel type, or colored glass, whether mounted on paper or set loose (by hand) at the building, laid or installed to form a finish for any exposed surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, and all places where mosaic may be used to form a finished surface for practical uses, sanitary finish, or decorative purposes when installed by the usual terrazzo or mosaic methods. (NOTE) The above classification does not, however, grant to the Terrazzo and Mosaic Contractors or the Terrazzo and Mosaic Workers the jurisdiction over that portion of glass mosaic, already awarded and controlled by other branches of the I.U. of B.& A.C.
- d. Recognizing the fact that some parts of the Terrazzo and Mosaic Layers' work are similar to that of members of other branches holding membership in the I.U. of B. & A.C., it is understood that the work of the Terrazzo and Mosaic Layers cover the following:
- e. The laying of all terrazzo and mosaic where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers, fascia, newel soffits, window stools, and aprons, etc., also to prepare and set all concrete, cement, temporary grounds where projection in terrazzo occurs, or other foundations or material that may be required to properly set and complete such work; the laying or bedding of all terrazzo and mosaic with any other material required in connection with the above work; the building, shaping, forming, and constructing of all work also the imbedding or setting of all strips of metal or any other material which may be used to form joints in and for the terrazzo and mosaic work. (NOTE) Except such pre-cast material controlled and awarded to other branches of the I.U. of B. & A.C., and also such other work that has been done as the custom and practice in this area.
 - (1) Mosaic and Terrazzo Work shall also consist of, but not be limited to, the following work procedures and installation of the following materials:
 - a. The installation of marble, mosaic, Venetian enamel and terrazzo; the cutting and assembling of mosaics; the casting of all terrazzo in shops on jobs; all rolling of terrazzo work.
 - b. All scratch coat on walls and ceilings where mosaic and terrazzo is to be applied shall be done by the Mosaic and Terrazzo Workers.
 - c. All bedding above concrete floors or walls, the preparation, cutting, laying or setting of metal, composition or wooden strips and grounds and the laying and cutting of metal, strips, lath, or other reinforcement, where used in mosaic and terrazzo work.

- d. All cement terrazzo, magnetsite terrazzo, dex-o-tex terrazzo, epoxy matrix terrazzo, exposed aggregate, rust washed for exterior or interior of buildings placed either by machine or by hand, and any other kind of mixtures composed of chips or granules of marble, granite, blue stone, enamel, mother of pearl, quartz, ceramic colored quartz and all other kinds of chips or granules when mixed with cement, rubber, neoprene, binylm magnesium chloride or any other resinous or chemical substances used for seamless flooring systems, and all other binding materials when used on walls, floors, ceilings, stairs, saddles or any other part of the interior or exterior of the building and also other work not considered a part of the building such as fountains, swimming pools, etc.; also the installation and finishing of terra-top and all other substitutes that may take the place of terrazzo work. The Terrazzo Worker shall have the right to use all tools which are necessary in the performance of his work.
- e. Cutting and assembling of art ceramic and glass mosaic comes under the jurisdiction of the Mosaic Workers and the setting of same shall be done by Tilelayers.
- f. The finishing of cement floors where additional aggregate of stone is added by spreading or sprinkling on top of the finished base and troweled or rolled into the finish and then the surface ground by grinding machines, shall come under the jurisdiction of the Terrazzo Workers. When no additional stone aggregate is added to the finished mixture, even though the surface may be ground, the work shall come under the jurisdiction of the Terrazzo Workers.
- g. The installation of seamless composition and epoxy floor and base, exposed aggregate and plastic materials, including the use of color pigment, whether done by trowel, float, brush, roller, broom or any other process, shall be the work of the Terrazzo Mechanics.
- h. The application of epoxy floors, decks and base toppings, matrix and stone embedded flooring, decks and base, such as Dex-O-Tex Neotex Industrial 67, Desco Armtex 306, Duron Selbatwede, and other similar products, whether applied with a trowel, float, brush, roller, broom or any other process, shall be the work of the Terrazzo Mechanic.
- i. The installation of wire mesh or other types of reinforcing, when installed in conjunction with terrazzo, seamless composition, and epoxy flooring shall be the work of the Terrazzo Mechanic.

- j. The application of all primers and sealers, such as Kuklad 100 and other similar products, whether applied with a trowel, float, brush, roller, broom, or any other process shall be the work of the Terrazzo Mechanic.
- k. All acid washing, scarifying, etching and shot blasting of surfaces to receive terrazzo.
- l. The moisture testing of the slab or substrate and the use of all methods and procedures for checking a floor's tolerance and installing moisture mitigation materials.
- m. The installation of all fracture membrane materials on surfaces to receive terrazzo.

Section 2A.

Terrazzo Finishers

The work performed by Terrazzo Finishers shall include, but not limited to, all handling of sand, cement, lime, terrazzo and all other materials that may be used in the installation of terrazzo and all similar materials, dispose of all debris relevant to the work, the distribution by hand or by use of any power driven equipment of the above materials. Rubbing, grinding and cleaning, polishing, and sealing marble mosaic and terrazzo floors, and wainscoting, curbs, steps, and base. Including, but not limited to, magnesite terrazzo, dex-o-tex terrazzo, epoxy matrix terrazzo, aggregate, rustic or rough washed for exterior or interior of buildings placed either by machine or by hand and any other kind of mixtures of plastics composed of chips or granules of marble, granite, blue stone enamel, mother of pearl, quartz, ceramic colored quartz and rubber, neoprene, vinyl, magnesium chloride or any other resinous or chemical substances used for seamless flooring systems, or any other substances when used on the building by, hand or machine, any new method of installation such as caulking and sealing of all new terrazzo material, also acid etching of new or old surfaces, also all priming for the installation of new materials and the installation of the above materials.

Terrazzo and Mosaic Finishers shall also do the preparing, mixing and distributing, with shovel, rake or hoe, all kinds of concrete and foundations necessary for composition terrazzo, terrazzo and mosaic work, all scratch coat used for such purposes, also rubbing, grinding cleaning and finishing same by hand or machine and such work listed as composition terrazzo and terrazzo work. This shall also include the application of all wax and sealer to all composition terrazzo, and terrazzo. They shall also assist in the installation of the sand bed, tar paper, wire lath or mesh, rolling procedure and acid etching of all concrete floors that require it before installation.

Latex, magnesite, monolithic, epoxy, polyester and all new types of terrazzo floors resulting from research and development, new materials and processes being introduced in the terrazzo industry that use either marble or terrazzo chips, or that have to be ground or sanded, shall be considered

the same as terrazzo.

It is the work of the Terrazzo Finisher to help the Terrazzo Mechanic in the laying of all terrazzo and mosaic where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair riser fascia, newel soffits, window stools, and aprons, etc. Also to prepare and set all concrete cement, temporary grounds where protection in terrazzo occurs, or other foundations or material required to properly set and complete such work, the laying or bedding of all terrazzo and mosaic with any other material required in connection with the above work, the building shaping, forming, and constructing of all work, also the imbedding or setting of all strip or metal or any other material.

The cleaning and vacuuming of floors and the removal of all trash and waste associated with the installation and grinding of terrazzo and seamless epoxy floors.

The mixing and handling of all materials associated with moisture mitigation.

The mixing and handling of all materials associated with fill materials used to meet floor tolerances.

The mixing and handling of all materials used for the treatment of floor cracks, saw cuts and expansion joints.

The loading and unloading of all terrazzo materials used for the installation and grinding of terrazzo and seamless epoxy flooring materials.

Section 3.

Tilelayers' Work

- a. The laying, cutting or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers, facings, hearths, fireplaces, and decorative inserts, together with any marble plinths, thresholds or window stools used in connection with any tile work; also to prepare and set all concrete, cement brickwork, or other foundation or materials, that may be required to properly set and complete such work; the setting or bedding of all tiling, stone, marble, composition, glass, mosaic, or other materials forming the facing, hearth or fireplace of a mantel, or mantel complete, together with the setting of all cement brickwork, or other material required in connection with the above work; also the slabbing and fabrication of tile mantels, counters, and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction or repairing of all fireplace work, whether in connection with a mantel hearth facing or not, and the setting and preparing of all material, such as cement, plaster, mortar, brickwork, iron work, or other materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble, or stone, shall be conceded to be Bricklayers, Marble Setters, or Stonemasons' work respectively.

- b. It will be understood that the word "TILE" refers to all burned clay products, as used in the tile industry, either glazed or unglazed, and to all composition materials made in single units up to 15"x20"x2", except quarry tiles larger than 9"x9"x1-1/4", also to mixtures in tile form of cement, plastics and metals that are made for and intended for use as a finished floor surface, whether upon interior or exterior floors, stair treads, promenade, roofs, garden walks, interior walls, ceilings, swimming pools, and all places where tile may be used to form a finished surface for practical use, sanitary finish or decorative purposes, for setting all accessories in connection therewith, for setting decorative inserts in other materials.
- c. All terra cotta called unit tile in sizes 6"x12" or under, regardless of method of installation, quarry tile 9"x9"x1-1/4" or less, split brick or quarry tile or similar material where the bed is floated or screeded and the joints grouted. Where the work is installed by Tilelayers, the grouting and cleaning shall be supervised by the Mechanic. The bedding, jointing, and pointing of the above materials shall be the work of the craft installing the same
- d. All clay products known as a terra cotta tile, unit tile, ceramic veneer and machine-made terra cotta, and like materials, in sizes 6"x12" and less regardless of the method of installation. Where preponderance of material to be installed comes within the provisions of this Section and when there is also some material in excess of the sizes provided for in this Section, the tile setter shall install all such materials.

(1) Tilelayers work is also defined as:

- a. The application of a coat or coats of mortar, prepared to proper tolerance to receive tile on floors, walls and ceilings regardless of whether the mortar coat is wet or dry at the time the tile is applied to it.
- b. The setting of all tile bonded with mortar, where the bed is floated, screeded, slabbed or buttered and where joints are not filled in the same operation.
- c. The setting of all tile by the adhesion method with organic and/or inorganic thin-bed bonding materials where such bonding material is applied to the backing surface and/or the back of tile units or sheets of tile.
- d. The setting of tile as herein provided shall include the installation of accessories and the insertion of decorative tile inserts in other materials.
- e. The setting, sealing and installation of prefabricated tile systems.

(2) "TILE" is herein defined as the following products which are not to exceed 1-1/4 inches in thickness:

- a. All burned clay products, as used in the tile industry, either glazed or unglazed.
- b. All composition materials, marble tiles as defined in and to the extent permitted by the August 29, 1936, Walter V. Price Decision, glass mosaics and all substitute materials for tile made and tile-like units.
- c. All mixtures in tile-like form of cement, metals, plastics and other materials, that are made for and intended for use as a finished floor surface, stair treads, promenade roofs, walks, walls, ceilings, swimming pools and all places where tile is used to form a finished interior or exterior surface for practical use, sanitary finish or decorative purposes.
- d. It is agreed that the installation of Mammoth Tile shall be work of the tilelayer.
- e. All bathrooms, vestibules and small halls in private residences that are to receive tile shall be plastered by the tilelayer.
- f. The cutting and setting of "Fritz Tile and Terrazzo" units when applied with mastic, cement coat or other substitutes shall be the work of the tilelayer.
- g. The installation of wire mesh or other types of reinforcing set in mortar or dry pack bed that will receive tile or paving units shall be the work of the tilelayer.

(3) Mudwork

- (a) The application of the scratch coat over lath, concrete, cement, drywall and cementitious material on walls, ceilings and floors shall be the work of the tilesetter with tile finishers assisting.
- (b) When mud is allowed to cure (dry), the application, plumbing, rodding and squaring of the floatwork or second coat in preparation for the tile installation by the thin-set or adhesive method shall be the work of the tilesetter with tile finishers assisting.
- (c) The application of the final setting bed shall be the work of the tilesetter with tile finishers assisting.

(4) Warning Stripes

The complete installation of Tac-Tile, Transit Tile, or other similar type clay, porcelain or composition material and sheet tile used as warning stripes and on handicap ramps and fastened mechanically or with adhesives shall be the work of the tilesetter with tile finishers assisting.

(5) The application of waterproofing materials by whatever means and methods on all surfaces to receive tile.

(6) The installation of all fracture membrane materials on surfaces to receive tile.

(7) The installation of metal wall panels or other materials designed to accept the installation of thin brick and other masonry units

(8) The setting of metal tile and glass tile and any other substitute material installed in the conventional tile method.

Section 3A.

Tile Finishers

Tile Finishers work shall include, but shall not be limited to the following: All cleaning, grouting and polishing of tile, loading and unloading of trucks and other various vehicles, dispose of all debris relevant to the work, building and dismantling of scaffolding, unpacking and handling of all tile, sand, cement, lime, mastic, thin set, epoxy, grout, the mixing up of such materials, and all other materials, which may be used in the installation, repair and maintenance of tile or similar materials.

Tile Finishers shall grout and fill all joints and voids regardless of the method on all tile after installation, regardless of any different names by which this work may be designated, and shall perform all cleaning of tile, which shall include all washing of every kind and the removal of all scum and residue of every nature resulting from the installation of tile.

Tile Finishers shall apply protective coverings to surfaces and materials which includes; all soap compounds, varnishes and lacquers, all types of paper products, all types of tapes and plastic coverings including all new types of products that may be used for the protection of tile installation.

Tile Finishers shall handle all types of tile panels, prefabricated tile units, and any other forms of tile or materials which are used by tilelayers on the job site.

The scarifying, etching and shot blasting of all surfaces to receive waterproofing and tile.

The mixing and pumping of self-leveling materials on floors to receive tile.

Section 4.

Resilient and Carpeting

A. Resilient Floors

The term "Resilient Floors" shall consist of and include the unloading, handling, distribution, installation and laying of all designs and systems of wood block, wood composition, cork linoleum, asphalt, mastic plastic, rubber tile, poured composition floors, either nailed, troweled or laid in or with lino paste or glue composition or substitute material. All necessary preparation of sub-surface as above.

All necessary preparatory work: cleaning, scraping, sanding, latexing, filling of holes, nailing, laying paper or other leveling underlayments such as latex, mastic, etc. and the spreading of pastes or any glue composition or substitute material.

The sanding and refinishing of all wood, cork or composition floors to be sanded or scraped, filled, sized, washed, waxed and buffed either by hand or power machines.

B. Carpeting and Carpet Systems

The term "Carpeting" shall include all measuring layouts, remaking cutting, fitting, sewing, sizing binding, include accessories, laying, installation of carpet and carpet padding on the job or in the shop.

All sewing, binding, surging, repairing of carpets either by hand or power machine.

Cleaning and vacuuming of carpet after installation shall be assigned to the employees of BAC Local 3.

C. Linoleum Cutter

The term "Linoleum Cutter" shall include all cutting of materials for job contracts or store sales to be cut by linoleum cutter.

D. Sink Tops and Cabinets

The term "Sink Tops and Cabinets" shall include all metal trim and coverings for same. All cork, linoleum, linowall, congowall, veos tile, plexiglass, vynalwall tile, composition tile, plastic tile, aluminum tile and subber in sheets or tile form and application thereof. All Bolta Wall and Bolta Wall Tile and

similar products.

- E. The unloading, handling and distribution of resilient flooring carpet, carpet padding, cork, composition flooring and underlayments and accessories to stockpile (s) in the approximate area of installation of various floors so designated by the contractor shall be assigned to the employees of BAC Local 3.
- F. Handling from stockpile (s) and including installation shall be assigned to the employees of BAC Local 3.
- G. The jurisdiction of BAC Local 3 includes installation of all resilient type floor, including all linoleum and plastics, any materials used on window to reflect heat such as solar-ex, etc., sink tops, composition tile, ceramic tile, cork, asphalt, rubber tile, astro turf, etc., and all metal beading and preliminary work in connection with the same and all substitutes for the above-mentioned materials, all manner of carpet and rug work, male and female carpet sewers, measurement cutters, including installation and materials for installation.

ARTICLE IV

Wages and Fringe Benefit Contributions

Section 1.

The hourly rate of wages and fringe benefit contributions paid by each Employer to all Employees shall be as follows:

Marble Masons, Tilelayers and Terrazzo Mechanics

Effective Date	Total	Wages	H/W	P	IPF	AF	ATF	IMI	MIEF
8/1/12	\$76.80	\$47.45	\$10.18	\$10.06	\$1.73	\$5.46	\$0.32	\$1.60	---
2/1/13	\$77.40	\$48.03	\$10.18	\$10.06	\$1.73	\$5.46	\$0.32	\$1.62	---
8/1/13	\$78.37	\$48.93	\$10.18	\$10.06	\$1.80	\$5.46	\$0.32	\$1.62	---
2/1/14	\$78.95	\$49.49	\$10.18	\$10.06	\$1.80	\$5.46	\$0.32	\$1.64	---
8/1/14	\$79.92	\$50.39	\$10.18	\$10.06	\$1.87	\$5.46	\$0.32	\$1.64	---
2/1/15	\$80.50	\$50.95	\$10.18	\$10.06	\$1.87	\$5.46	\$0.32	\$1.66	---
8/1/15	\$81.47	\$51.85	\$10.18	\$10.06	\$1.94	\$5.46	\$0.32	\$1.66	---
2/1/16	\$82.05	\$52.42	\$10.18	\$10.06	\$1.94	\$5.46	\$0.32	\$1.67	---
8/1/16	\$83.03	\$53.32	\$10.18	\$10.06	\$2.02	\$5.46	\$0.32	\$1.67	---
2/1/17	\$83.60	\$53.89	\$10.18	\$10.06	\$2.02	\$5.46	\$0.32	\$1.67	---

Marble and Tile Finishers

Effective Date	Total	Wages	H/W	P	IPF	AF	ATF	IMI	MIEF
8/1/12	\$64.08	\$36.20	\$10.18	\$10.06	\$1.73	\$4.25	\$0.12	\$1.54	---
2/1/13	\$64.56	\$36.67	\$10.18	\$10.06	\$1.73	\$4.25	\$0.12	\$1.55	---
8/1/13	\$65.34	\$37.38	\$10.18	\$10.06	\$1.80	\$4.25	\$0.12	\$1.55	---
2/1/14	\$65.80	\$37.83	\$10.18	\$10.06	\$1.80	\$4.25	\$0.12	\$1.56	---
8/1/14	\$66.58	\$38.54	\$10.18	\$10.06	\$1.87	\$4.25	\$0.12	\$1.56	---
2/1/15	\$67.04	\$38.99	\$10.18	\$10.06	\$1.87	\$4.25	\$0.12	\$1.57	---
8/1/15	\$67.82	\$39.70	\$10.18	\$10.06	\$1.94	\$4.25	\$0.12	\$1.57	---
2/1/16	\$68.28	\$40.15	\$10.18	\$10.06	\$1.94	\$4.25	\$0.12	\$1.58	---
8/1/16	\$69.06	\$40.85	\$10.18	\$10.06	\$2.02	\$4.25	\$0.12	\$1.58	---
2/1/17	\$69.52	\$41.31	\$10.18	\$10.06	\$2.02	\$4.25	\$0.12	\$1.58	---

Terrazzo Finishers

Effective Date	Total	Wages	H/W	P	IPF	AF	ATF	IMI	MIEF
8/1/12	\$75.54	\$46.35	\$10.18	\$10.06	\$1.73	\$5.46	\$.15	\$1.61	---
2/1/13	\$76.14	\$46.93	\$10.18	\$10.06	\$1.73	\$5.46	\$.15	\$1.63	---
8/1/13	\$77.11	\$47.83	\$10.18	\$10.06	\$1.80	\$5.46	\$.15	\$1.63	---
2/1/14	\$77.69	\$48.39	\$10.18	\$10.06	\$1.80	\$5.46	\$.15	\$1.65	---
8/1/14	\$78.66	\$49.29	\$10.18	\$10.06	\$1.87	\$5.46	\$.15	\$1.65	---
2/1/15	\$79.24	\$49.85	\$10.18	\$10.06	\$1.87	\$5.46	\$.15	\$1.67	---
8/1/15	\$80.21	\$50.75	\$10.18	\$10.06	\$1.94	\$5.46	\$.15	\$1.67	---
2/1/16	\$80.79	\$51.32	\$10.18	\$10.06	\$1.94	\$5.46	\$.15	\$1.68	---
8/1/16	\$81.77	\$52.22	\$10.18	\$10.06	\$2.02	\$5.46	\$.15	\$1.68	---
2/1/17	\$82.34	\$52.79	\$10.18	\$10.06	\$2.02	\$5.46	\$.15	\$1.68	---

Deducted from net wages after taxes: D, BACPAC, IUD.

D - Local Union Dues Deduction
 BAC/PAC - .01 per hour - BAC Political Action Committee
 IUD - International Union Dues Deduction

Definitions

HW - Health & Welfare Fund
 P - Local Pension Fund
 IPF - International Pension Fund
 AF - Annuity Fund
 ATF - BAC Local 3 Apprenticeship and Training Fund
 IMI - International Masonry Institute And Apprentice Training Fund
 MIEF - Masonry Industry Equality Fund

ARTICLE XII

Apprenticeship and Training

37

Section 8.

Each Employer shall employ a ratio of one apprentice to three (3) marble, tile and terrazzo journeyman mechanics and finishers employed by the Employer. Indentured apprentices shall be assigned to the Employers by the Union or authorized Apprentice Fund Representative. No Employer shall lay off an apprentice for lack of work without giving at least twenty-four (24) hours prior notice to the Administrator. Under the terms of this Section, a local apprentice shall be given preference in all cases.

Section 9.

The wages of apprentices covered by this Agreement shall be as follows:

Marble-Tile-Terrazzo Mechanics

1 st	1000	hours	50%	of the Journeyman's rate
2 nd	1000	hours	60%	of the Journeyman's rate
3 rd	1000	hours	70%	of the Journeyman's rate
4 th	1000	hours	80%	of the Journeyman's rate
5 th	1000	hours	90%	of the Journeyman's rate

Marble-Tile-Terrazzo Finishers

1 st	1000	hours	50%	of the Journeyman's rate
2 nd	1000	hours	60%	of the Journeyman's rate
3 rd	1000	hours	70%	of the Journeyman's rate
4 th	1000	hours	80%	of the Journeyman's rate
5 th	1000	hours	90%	of the Journeyman's rate

ARTICLE XVI

Expiration


Section 1.

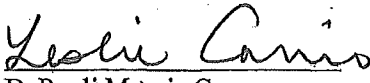
This Agreement will expire July 31, 2017, but if neither party of this Agreement gives notice in writing to the other party on or before June 1, 2017, that it desires a change and after July 31, 2017, then this Agreement will continue in effect until July 31, 2018 and so on each year thereafter, unless on or before June 1, of each year thereafter a notice is given by either party.

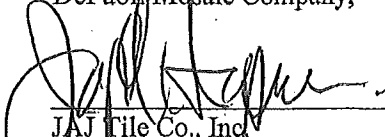
Section 2.

This Agreement shall be binding upon each Employer, its successors and assigns.

Marble, Tile and Terrazzo
Contractors Association of
Massachusetts



William Matera, Chairman
High Point Interiors, Inc.

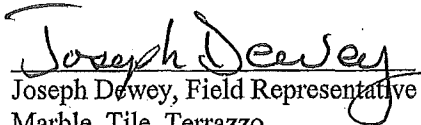

DePaola Mosaic Company,


JAJ Tile Co., Inc.


Merrimac Tile Company

Bricklayers & Allied Craftsmen
Local No 3 Massachusetts


Charles Raso, Chairman
BAC Local 3, President


Joseph Dewey, Field Representative
Marble, Tile, Terrazzo